Group 2 Sorting Worksheet
Training Program Retention; Hiring and Orientation; Retention and Advancement; Financing and Support Systems

STEP 1 – INDIVIDUAL WORK
- Review the recommendations in priority order under "Recommendation" column.
- If you determine that a recommendation has "prerequisites" that are *currently* listed as a lower priority, list that recommendation's number as a "prerequisites."
- If you believe there is more than one prerequisite, please list each prerequisite in proper order.
- Review each recommendation and indicate with an "x" in the appropriate column, whether it has a short-term, medium-term, or long-term completion expectations.
  - **Short term**- Recommendation that could be completed within 18 months
  - **Medium Term**- Recommendation that could be completed within 19 to 36 months
  - **Long Term**- Recommendation that will take 36 or more months to complete.

STEP 2 – SMALL GROUP
- Discuss with your group your thoughts from your individual work. The goal is to understand other group members' thinking.
- After completing a review of additional prerequisites and the timeline, list (by number) the adjusted priority order of recommendations in the far right column.

> You also have cards with each recommendation printed on them. As a small group you can move them around in the Adjusted Priority Order the group thinks makes sense in light of the small group discussion.
> If you use the cards, list the priority order in the far right column once the group agrees on the order

- **IMPORTANT NOTE:** To account for the short-term bias inherent in the criterion "Immediate increase to workforce," we recalculated each recommendation's scores. Review the Modified Prioritization by Score sheet to see the changes. This may impact your ranking.

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
Training Program Retention					
1. Increase skill building, academic, advising and "career case management" support for individuals throughout all stages of the pathway to increase retention and success					
Hiring and Orientation					
1. Include job placement in education and training models for new graduates					
2. Increase support and training opportunities for recent graduates and incumbent workers through labor management partnerships					
3. License healthcare workers who were educated in another state or country prior to arrival in California					
Retention and Advancement					
1. Create innovative training programs for incumbent workers in an effort to retain workers in the health industry (I.E. labor management partnerships/cross training)					
2. Prioritize outreach, training and support for incumbent workers. Emphasize economic development opportunity					
3. Examine demographic profiles across job classifications and create career ladders for advancement					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
4. Support definition of new competencies and roles within emerging service models and across overlapping professions					
Financing and Support Systems					
1. Invest resources for the Integration of different educational modalities into learning delivery models					
2. Subsidize priority healthcare positions in underserved locations					
3. Provide incentives for the recruitment and retention of health educators, mentorships, preceptorships, and healthcare professionals working in disproportionate share hospitals					
4. Streamline application process for existing State financial incentive programs					
5. Improve/Increase incentives for students to choose primary care careers and service in underserved areas by Increasing, sustaining, and advocating for grant, loan repayment and scholarship programs such as Song Brown, State Loan Repayment Program, Steve Thompson Loan Repayment Program, NHSC and funding for primary care and priority professions in California					
6. Provide reimbursements for health professions education					
7. Provide incentives to attract diverse students to primary care					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
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8. Develop supportive payment and policies that result in increased attractiveness, recruitment and viability of health professional practice in California's underserved areas by: a. Examining and improving reimbursement, aligning reimbursement rates with service delivery costs					
8. Develop supportive payment and policies that result in increased attractiveness, recruitment and viability of health professional practice in California's underserved areas by: b. Expanding reimbursement for health professionals in non-Primary Care Physician roles (e.g., health education, case managers, alternative medicine providers)					
8. Develop supportive payment and policies that result in increased attractiveness, recruitment and viability of health professional practice in California's underserved areas by: c. Advocating and supporting legislative efforts that promote primary care payment reform including increase in Medicare payments					
8. Develop supportive payment and policies that result in increased attractiveness, recruitment and viability of health professional practice in California's underserved areas by:					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
d. Developing payment mechanisms as part of new models of care and reimbursement methodologies that promote a strong role for primary care providers and sufficient corresponding payment (such as care coordination)					
8. Develop supportive payment and policies that result in increased attractiveness, recruitment and viability of health professional practice in California's underserved areas by: e. Examining and improving reimbursement to recruit and retain in key professions and geographically					
8. Develop supportive payment and policies that result in increased attractiveness, recruitment and viability of health professional practice in California's underserved areas by: f. Reducing barriers to recruitment of primary care delivery team members in underserved areas					
9. Address difficulties in the recruitment and retention of a trained workforce due to the lack of competitive salaries, lack of alignment between salaries and regional living expenses, lack of spousal employment opportunities, and lack of incumbent healthcare worker skill enrichment/enhancement training opportunities					
10. Provide support for interpreter training and certification					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
11. Protect funding for California's Community College (CCC) Workforce Preparation Program and K-12 programs that feed into them					
12. Provide incentives for healthcare organizations that emphasize cultural and linguistic competency					
13. Provide financial incentives for excellence in healthcare teaching programs					
14. Assess relative cost-effectiveness of current program entry points (cost, time to degree) for all primary care career tracks, examine the impact of increasing tuition, fees and debts on student's ability to enter and complete programs and identify regulatory impediments to innovation					
15. Develop plans and reporting to incent and hold state-funded internal medicine and pediatric residency programs accountable for producing primary care graduates. Use metrics for funding allocation					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
Notes:					

- Each table to identify a scribe to capture the information discussed.
- Each table to identify a facilitator/spokesperson for the group.
- In the space below, document the key findings from your discussion for the spokesperson to use during the large group report out.

Sorting Report Out
Instructions and Note Sheet

Table Spokesperson: _____

What were the major themes, findings, adjustments to the recommendations?

What questions arose?

What clarification is needed?

What assumptions were critical components of your review?

What additional priorities need to be considered in the future?